



Center for
Educator Compensation
Reform

**Educator Effectiveness—Where does TIF
fit in District-Wide Human Capital
Reform?**

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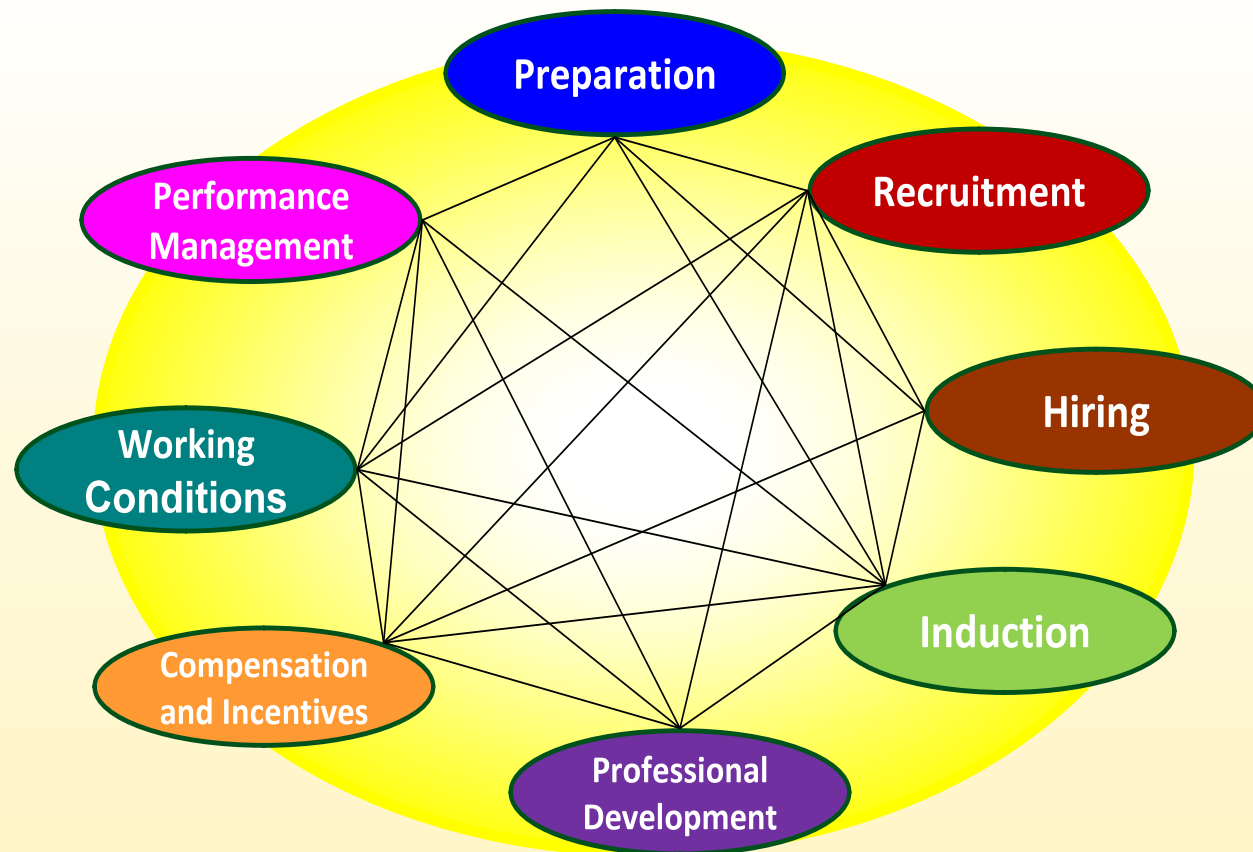
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Focus on What Matters

- America's central educational challenge is to dramatically improve student performance.
 - Teachers drive student performance
- We need a systemic approach to ensure the most effective teacher in every classroom and most effective leader in every school.

A Systemic Approach that Includes Compensation Reform



Example of a Systemic Approach



Recruitment	Hiring	Induction and Mentoring	Professional Development	Working Conditions	Compensation and Incentives	Performance Management
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- Implement early hiring timelines.
- Provide differentiated, ongoing, job-embedded professional development.
- Ensure that workloads are reasonable.
- Offer long-term salary policies that are market-sensitive, competitive, and performance-based.

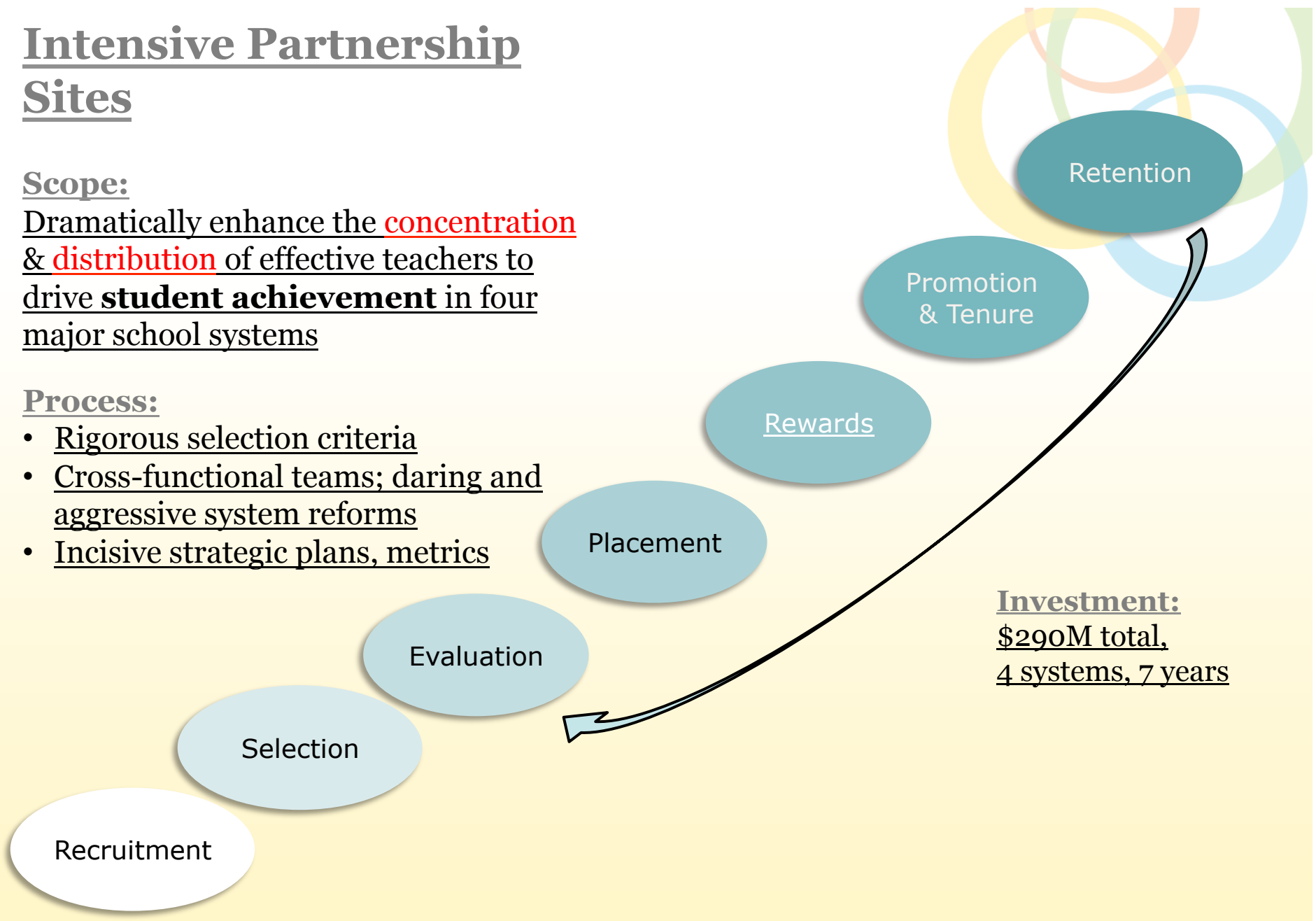
Intensive Partnership Sites

Scope:

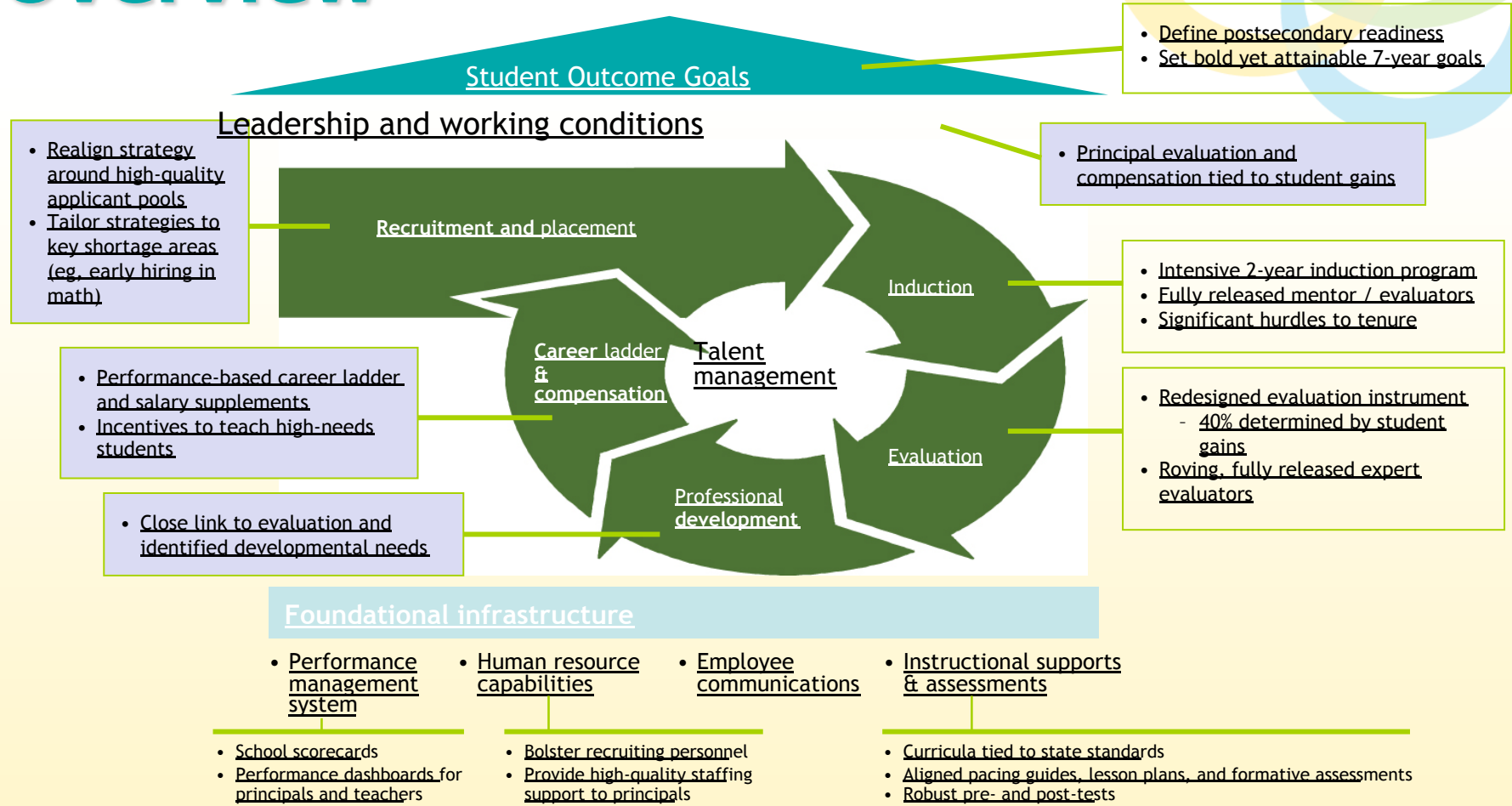
Dramatically enhance the **concentration** & **distribution** of effective teachers to drive **student achievement** in four major school systems

Process:

- Rigorous selection criteria
- Cross-functional teams; daring and aggressive system reforms
- Incisive strategic plans, metrics



Empowering Effective Teachers: Overview





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